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social and political spheres, innumerable meetings and conferences, and administrative matters -- in addition to their immediate duties in production and plant activity -- are seriously neglecting every aspect of their studies. This situation must be corrected to ensure regular and systematic activist participation in essential spare-time study. Amelioration is intimately bound up with the training, indoctrination, and promotion of activists and the implementation of work reform.

By way of a provisional explanation, the following situation patterns, found in the work and study of activists, and based on surveys of four cotton-spinning and weaving plants and two machinery factories, are presented:

#### A. Problem of Concurrent Posts

The number of party members in factories and core members in labor unions and the Youth Corps is at present very small. Almost every core member of the party, labor union, and the Youth Corps has concurrent posts -- some, eight or nine, but most, three or four post. Cases of core members with only one concurrent post are extremely exceptional.

Three basic situation patterns prevalent in many concurrent posts are: (1) several primary posts mutually unrelated in nature and scope, (2) positions related to the primary post, and (3) various types of posts and duties highly diversified fields of operation. For example:

1. Yeh Su-chen, female weaver, Shanghai State-Operated Cotton Spinning and Weaving Plant No 17, is a member of the Chinese Communist Party. In the party, she is a member of the Branch Propaganda Committee; in the Yout' Corps, the secretary of a subbranch (since transferred); and in the labor union, a member of the Executive Committee, a member of the Shop Committee, and a leader in the Shop Section. In all, she fills six posts.
2. Yu An-no, principal, concurrently teacher, Spare-Time School for Workers, Shanghai Shen Hsin Plant No 6, is a member of the CCP. In the party, he is a member of the Branch Propaganda Committee; and in the East Shanghai Educational Labor Union, he is a section leader, the chairman of the Committee on Workers' Spare-Time Education, and the director of the Culture and Education Committee.
3. Yao Tse-te, technician, China Machinery Plant No 1, is a member of the CCP and the Youth Corps. In the party, he is a member of the Branch Organization Committee and also a member of the Branch Propaganda Committee; and in the labor union, he is the chairman, Executive Committee, a leader in the Shop Section, and a member of the Committee for the Suppression of Counterrevolutionaries. Other concurrent posts, which bring his total to nine, are secretary of the Spare-Time Education Committee; member of the Cooperatives Indoctrination Committee; member of the Fuel and Food Committee; and Broadcasting Officer. (Several of his positions have since been changed.)

The conditions cited above, as in the case of Yeh Su-chen -- where one party member holds several primary posts -- not only seriously affect study, but also efficiency in production and activity. Yu An-no's posts reveal that although some posts are extensions of regular responsibilities, others cannot possibly be held concurrently, viz., director, Culture and Education Committee, East Shanghai Educational Labor Union. Holding such concurrent posts, Yu cannot be prepared to take on such minor posts as member of the Subbranch Propaganda Committee. The concurrent posts of Yao Tse-te are numerous and of greater importance, are relatively heterogeneous. Some have little direct bearing on his primary posts.

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B. Condition of Meetings

In addition to administrative meetings on production matters, other regular meetings fall into the following categories:

## 1. Party Meetings

## a. Weekly

- (1) Branch headquarters or branch committees
- (2) Propaganda cell members

## b. Fortnightly

- (1) Branch headquarters or branch party member congresses
- (2) Joint meetings of all subbranch secretaries
- (3) Joint meetings of all cell leaders

## c. Irregular

Congresses of ch'u committee party members

## 2. Youth Corps Meetings

## a. Weekly

- (1) Branch headquarters committees and subbranch committees
- (2) Cells

## b. Fortnightly

- (1) Branch headquarters expanded congresses
- (2) Youth Corps members congresses
- (3) Joint meetings of all cell leaders

## 3. Labor-Unions Meetings

## a. Weekly

- (1) Plant committees
- (2) Labor-union standing committee or executive committees
- (3) Shop sections and cells

## b. Fortnightly

Shop section committees

## c. Irregular

- (1) Shop section plenary meetings
- (2) Conferences and work committees

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- (a) Culture and education
- (b) Organization
- (c) Workers' insurance
- (d) Female workers

## 4. Irregular Meetings

- a. Committee for the Suppression of Counterrevolutionaries
- b. Workers' Spare-Time Education Committee
- c. Study Committees
- d. Disciplinary Investigation Committee conferences
- e. Fire Brigade conferences
- f. Ambulance Corps conferences

In addition, various types of ad hoc conferences and meetings are held concomitant with extensive nation-wide campaigns. For the most part, the above-mentioned meetings and conferences require 1-2 hours prior to or after work. Some consume actual production time. When meetings are convened simultaneously, members with numerous concurrent posts are faced with the predicament of deciding which to attend. At present, meeting times in some factories are being changed and fixed daily schedules instituted. Such improvements can be effective only under normal conditions. Should an extensive campaign develop or an emergency duty be assigned, the normal, set daily schedules would be superseded. Since meeting schedules for cadres with several concurrent posts have not yet been formulated, the problem of repetition arises; discussion of similar topics at consecutively attended meetings leads to redundancy.

C. Condition of Studies

At present, the educational status of activists may be divided into three categories:

## 1. Good

Certain activists are able to grasp and retain various studies. They are the ones who have emerged in the course of production or other numerous extensive campaigns and are definitely useful but have not been assigned to specific organizations. Even when given a multitude of assignments, they still master their study lessons. The majority make comparatively good headway in studies and become study activists.

## 2. Fair

Under normal circumstances, basic cadres who are cell leaders in the party, the Youth Corps, or the labor unions -- and others with only a few concurrent posts -- advance in their studies. With the advent of a campaign or increased production activity, basic cadres, whose desire for study is comparatively high, initiate plans to crowd classes or make-up classes into their schedules. However, others attend or are absent at will and their studies drop below standard requirements; as a result, low grades keep them from passing at the end of the term.

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According to statistics of the Workers' Spare-Time School, Shanghai State-Operated Cotton Spinning and Weaving Plant No 12, the 350 students enrolled in the course last semester were broken down as follows:

- a. About 80-odd activists holding posts of cell leader (or higher) in the party, the Youth Corps, or the plant labor union.
- b. Four transferred during the term.
- c. Thirty eight left school during the term because of production demands or failure to master studies.
- d. More than 20 failed because of frequent absence on leaves.
- e. More than ten barely passed by attending make-up classes after absence on leave.
- f. Very few passed with comparatively good grades.

Similar conditions obtain in the Shanghai State-Operated Cotton Spinning and Weaving Plant No 17. More than 60 party and Youth Corps activists left school during the semester.

### 3. Poor

Cultural studies are essential for basic cadres of the same level in the party, the Youth Corps, and the labor unions, and for cadres with relatively many concurrent posts, according to the report of an investigation of basic cadres in several Shanghai factories, with the exception of more than one-half whose cultural level is comparatively high and for whom cultural study is not urgent. It is imperative that they engage in political studies regularly and systematically. However, since they must respond to the many production speed-ups, they are unable to master such studies at present.

### D. Measures To Be Taken

The primary reason for the inability of accomplished activists to regularly advance their studies may be found in the above-mentioned conditions, viz., numerous concurrent posts, crowded production schedules, and numerous repetitious meetings. To ensure the study of activists, basic party committees (branch headquarters committee or branch committee) must take the following steps:

1. Attend to the indoctrination of workers and regularize and systematize activists' studies, give the subject of workers' indoctrination and activists' studies top priority, rearrange production and political responsibilities, and correct all manifestations of laxity in study responsibilities.
2. Reduce the number of concurrent posts held by activists. For the present, a means to assist activists in reducing the number and types of primary concurrent posts or in declining to accept any concurrent posts given them, must be devised. Posts held concurrently, which are closely related to the primary posts of an activist and for which there are no trained and competent cadres to fill temporarily, shall be assigned to a deputy or assistant until new cadres can be trained.

At present, regulations for reducing the number of concurrent posts of activists are being drafted. Although many activists have emerged in various spheres and in factories during the extensive nationwide campaigns --

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especially the Production Emulation, Resist America-Aid Korea, Patriotic Indoctrination, and Democratic Revolution campaigns -- most have not yet been assigned definite charges. It is imperative that a group be selected for immediate training.

The Yu Hsin Plant affords a precedent for reducing concurrent posts and training activists. On the basis of previous experience, the plant undertook indoctrination through incessant persuasion, diminution of concurrent posts through re-election of labor-union and Youth Corps officers, and general reorganizations in various committees and organs. The number of concurrent posts held by activists was reduced. At present, of the 300-odd plant employees, approximately 100 hold appointments and participate in different types of mass activity, and many activists have only one post. No basic cadres have more than two concurrent posts.

3. Minimize the number and amalgamate the different types of meetings; clearly demarcate meeting hours; and reorganize and integrate daily schedules for diversified types of meetings and activity.

Many factories have not begun to fix work, meeting, and study periods. Some have drafted a resolution on meetings which provides that (1) meeting times shall be fixed permanently, (2) staffs shall have made adequate preparations prior to convoking meetings, and (3) meetings shall not exceed the allotted time. Duties have been assigned, decisions circulated, and activity coordinated. Meetings have been made uniform by party committees in accordance with production-shift schedules (day and night shifts), thereby curtailing the number of meeting hours allotted each department in the plants and avoiding repetition.

The Yu Hsin Plant has fixed a minimum of five study hours per week for each activist and, to ensure this study time, has made the following provisions for extra activity:

a. Incumbent party, Youth Corps, and labor-union cadres shall spend, for the present, not more than 4 hours (a figure which will be gradually reduced).

b. Cadres and activists among Shop Section personnel, especially those functioning in party and Youth Corps branch committees and labor union standing committees: (1) day shift, not to exceed 2½ hours, (2) night shift, not to exceed 2 hours.

c. Activists among Shop Section personnel, especially labor-union stewards, cell leaders, and party propaganda officers: (1) day shift, not to exceed 2 hours, (2) night shift, not to exceed 1½ hours.

4. Regularize study periods, apportion properly and divide systematically the hours for political, cultural, commercial, and technical studies. Activists should not impede production, affect health, or distort the principles upon which work is now based. Set study periods, to be violated only in emergencies, should be ensured. Furthermore, it is imperative to decide, in consonance with the study deficiencies of activists and current production demands, the studies which must be given primacy. In addition to general political courses in the technical curriculum, specialized political courses must be introduced in other departments. For example, of the 969 workers in the Shanghai Steel Company Plant No 3 engaged in specialized studies, 100 percent of those enrolled in cultural studies are either illiterate or semilliterate. With regard to the general curriculum, the following studies are essential:

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a. For illiterates, semiliterates, and graduates of Lower Primary Schools, political and cultural studies.

b. For workers with Higher Primary School training or graduates of Middle Spare-Time Schools, technical and specialized political studies.

c. For technicians and functionaries, as well as incumbent party, Youth Corps, and labor union cadres, at least one hour of political study.

5. Thoroughly indoctrinate the different types of activists. All full-time production workers and production activists, must be given thorough political indoctrination during extensive indoctrination in Communism and the role of the Communist Party, in concordance with conditions in the departments and offices. A program must be instituted to rotate activists and allow concentrated study, but the schedule must comply with the principle of noninterference with expansion of current activity and acceleration of production."

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